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PATENT

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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Applicant: Peter J. Rock, et al. :
Serial No.: 09/687,420 : Art Unit: 2172
Filed: October 13, 2000 : Examiner: Chongshan Chen
For: METHODS AND APPARATUS :
FOR SELECTING :
CANDIDATES TO INTERVIEW :

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Technology Center 2100

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Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Applicants respectfully request consideration and entry of the following amendment submitted in response to the Office Action dated March 17, 2003 and made final.

IN THE CLAIMS

1. (twice amended) A method for determining candidates to interview, ~~said~~ method comprising the steps of:

providing pre-determined desired qualities for a candidate, the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

generating a database including at least one characteristic for each individual;

normalizing the characteristics, normalizing includes comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison;